MARGINALIA

Overheard at a performance of the ballet *Romeo and Juliet*, young man to his date:

"You mean they *both* die?"

■

From *The Minnesota Daily:*

"Mayor Don Fraser announced plans to form a 'Student Police Corps' to help full-time cops patrol Minneapolis during his annual State of the City address Tuesday night."

Unrest will be rampant?

■

From a course-listing flier at Lane Community College:

"LIBRARY. This department oversees a wide variety of educational activities including cabinet and furniture making, and offers programs in Construction Technology, Welding Technology, and the Culinary, Food Service and Hospitality Program."

Any books?

■

Gerald J. Porter, of the University of Pennsylvania, saw a sign at the Smithsonian Institution advertising:

THE CASE AGAINST QUERTY

"Despite the fact that it had been up for some time," Professor Porter writes, "no one had noticed that it uas urong."

■

From the Harvard *Gazette:*

"[Matthew] Pinsker is writing his honors thesis on Abraham Lincoln's campaign of 1954."

He'll get no honors from *us*.

■

A reader has received a fund-raising letter from the Graduate School of Arts and Sciences at Columbia University with the following message printed on the envelope:

"Great minds have walked here."

■

From Central Connecticut State University's *Central Recorder:*

"It's going to cost a lot more to attend CCSU in 1990-91. Tuition will increase to $1,823, up $237 or 14.9 percent. Room and boar will also rise 6.6% . . . ."

Hang the money! Give us a more interesting menu!

■

A chemistry course announcement from the Florida Institute of Technology offers a Master of Science and a Doctor of Phylosophy—prompting a reader to protest, "No, no! That's biology!"

■

A memorandum to the faculty at Carson-Newman College, announcing that a staff member would be on maternity leave until March 1, said: "Together we will try to run the Foundation / Corporation Office in an efficient manner until March 1."

And, after that, chaos? —C.G.

In Brief

Biologist Refuses Presidency of MIT

CAMBRIDGE, MASS.—A biologist who was nominated to be president of the Massachusetts Institute of Technology decided last week not to take the job because he did not want to give up his research and teaching.

Phillip A. Sharp, director of M.I.T.'s Center for Cancer Research, would have succeeded Paul E. Gray as president. Mr. Gray was expected to resign in June and become chairman of the M.I.T. corporation.

In a statement, Mr. Sharp said he was "honored and challenged" by the nomination.

But he added: "As I anticipated dissolving my research program and teaching duties, I came reluctantly to the realization that I could not fill that void in my life with anything else."

Mr. Sharp is the latest candidate for the M.I.T. presidency to drop out of the running. John M. Deutch, provost at M.I.T., withdrew as a candidate earlier.

Postal Service Investigates Aid Scheme in San Diego

SAN DIEGO—U.S. Postal Service inspectors are investigating false-representation charges against a San Diego company that federal officials say has been charging $60 for information on how to obtain college scholarships and grants.

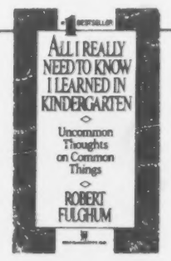
U.S. District Judge Judith Keep has issued a temporary restraining order allowing the Postal Service to seize mail addressed to the company, known as the Academic Council for Financial Assistance. It is also known as the National Scholastic Resource Administration of Washington.

Postal inspectors here say the company received more than 15,000 applications containing an estimated $900,000 in fees over one two-week period in January.

Misleading advertising and the name and stationery of the company made it appear as though the company was a federal agency offering financial aid, according to federal officials. The officials say they do not yet know how the company obtained the names and addresses of students to whom it mailed solicitations.

A lawyer for the company denied any wrongdoing.

What They're Reading on College Campuses

		Previous Survey
1.	 **All I Really Need to Know I Learned in Kindergarten,** by Robert Fulghum	1
2.	**Cat's Eye,** by Margaret Atwood	8
3.	**The Calvin and Hobbes Lazy Sunday Book,** by Bill Watterson	3
4.	**The Long Dark Tea-Time of the Soul,** by Douglas Adams	—
5.	**The Drawing of the Three,** by Stephen King	—
6.	**It Was on Fire When I Lay Down on It,** by Robert Fulghum	5
7.	**Breathing Lessons,** by Anne Tyler	—
8.	**Vineland,** by Thomas Pynchon	—
9.	**A Thief of Time,** by Tony Hillerman	—
10.	**Foucault's Pendulum,** by Umberto Eco	4

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Dartmouth College, Denison U., Idaho State U., Iowa State U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., North Dakota State U., Portland State U., Princeton U., San Francisco State U., Southern Methodist U., Stanford U., Tulane U., U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Washington, U. of Wisconsin at Madison, U. of Wisconsin at Milwaukee, and Wichita State U. Reports covered sales of hardcover and paperback trade books in January.

Indiana Instructor Fired for Holocaust Lecture

INDIANAPOLIS—A part-time instructor has been fired from his job at Indiana University–Purdue University at Indianapolis for giving a lecture in which he said the Holocaust did not occur.

In his course on the history of Western civilization, the instructor, Donald Dean Hiner, taught that most victims in Nazi concentration camps had died of disease and starvation and that gas chambers had not existed.

A student gave university officials a tape of the lecture that she had made for an absent classmate.

Mr. Hiner has said that his lecture was misinterpreted and that he was presenting alternative theories about World War II.

But John Barlow, dean of the university's School of Liberal Arts, said the lecture clearly was not based on historical evidence. "It's like a geography class teaching the world is flat," he said.

Iowa College to Merge With Japan's Teikyo U.

LE MARS, IOWA—The trustees of Westmar College have "agreed in principle" to merge with a Japanese institution, Teikyo University, and to give partial control of the college's governing board to representatives of the university.

The agreement, expected to be approved formally next month, is the second that Teikyo has made with an American institution in two years. Last year Salem College (W.Va.) merged with the university under a similar agreement.

Some Westmar trustees have criticized the plan. In a letter to the Le Mars *Daily Sentinel*, four trustees said Westmar "is on the verge of being sold to a Japanese businessman to own and control for his own benefit and profit."

Under the agreement, Teikyo will provide an undisclosed amount of money to the institution, which will be renamed Teikyo Westmar University.

Westmar officials have said that about 500 Asian students will enroll at the new institution by next fall, nearly doubling Westmar's current enrollment.

San Francisco System Sued for Discrimination

SAN FRANCISCO — The San Francisco Community College District has been sued by five white faculty members who claim they were discriminated against when minority instructors were given preference in hiring and promotion.

The suit, filed in state court, asserts that the district's hiring policies "constitute a pattern or practice of resistance to the full enjoyment of rights of whites and plaintiffs in particular to equal employment opportunities. . . ."

Robert E. Gyemant, a lawyer for the five instructors, said the suit was aimed at the district's affirmative-action plan.

The instructors previously filed a complaint over the plan with the Equal Employment Opportunity Commission, Mr. Gyemant said. In 1988, the commission ruled that the plan's use of race as a factor in hiring was not required by federal law and could expose the district to liability.

The district declined to comment on the suit.

Columbia Guard Charged in Rape of Freshman

NEW YORK—A security guard working at Columbia University has been charged with raping a freshman in her dormitory.

Reginald Darby, a guard employed by a private security firm,

Amid Protests, Bush Gets Degree at Johns Hopkins

BALTIMORE

Despite protests from students and faculty members, the Johns Hopkins University last week awarded President Bush an honorary doctorate of humane letters.

The President came to Hopkins for the celebration of the centennial of medical education at the university. The citation accompanying the honorary doctorate praised Mr. Bush for his commitment to education and health care. It read, in part: "Your leadership on their behalf is rooted in the understanding that the future of the United States is being molded daily in America's classrooms and that humanity treasures health above wealth."

Outside the hall where the degree was awarded, students and faculty members planned a rally to criticize the President's record on health issues. Rally participants were to jokingly award Mr. Bush an M.P.H. degree for "Menace to Public Health," rather than the Master of Public Health that many of the students are seeking.

Said Andrea S. Gerstenberger, president of the Student Assembly of the School of Hygiene and Public Health: "Public health issues have gotten short shrift recently. We wanted to use this opportunity to bring attention to the issues."

'Highly Appropriate' Action

Rally organizers specifically criticized Mr. Bush for failing to provide enough money for health care for the poor and for opposing abortion.

A spokesman for the university released a statement defending the decision to honor Mr. Bush. "Any President engenders controversy during his Administration. Nevertheless it is highly appropriate and desirable that the achievements of a century of Johns Hopkins medicine be honored by the participation of the President of the United States."

In an address on the university's Homewood campus, President Bush credited the university with transforming American medical education. "Johns Hopkins revolutionized the way medicine was taught for all time—and launched a movement that brought America from medical backwater to world leader," he said.

The President also pledged that his Administration would continue to provide money for biomedical research. ■

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Athletics

Number of Athletes Failing to Meet Academic Standards for Freshmen Up for Second Year in Row, NCAA Says

Of those given sports scholarships, 2 in 3 are black—same ratio since rule took effect in 1986

By DOUGLAS LEDERMAN

The number of Division I athletes who met some but not all of the National Collegiate Athletic Association's academic standards for freshmen rose for the second year in a row, according to an N.C.A.A. report released last week.

Black athletes made up about two-thirds of those who were given athletic scholarships to colleges even though they had failed to meet all the requirements of Proposition 48, the N.C.A.A.'s freshman-eligibility standards. That ratio has held steady since Proposition 48 took effect in 1986.

Under Proposition 48, incoming freshmen in Divisions I and II must attain a 2.0 grade-point average in 11 high-school core courses and score at least 700 on the Scholastic Aptitude Test or 15 on the American College Testing Program's test. (Beginning in the fall, the A.C.T. requirement will rise to 18 because of a change in the test's structure. An 18 on the new test will be equivalent to a 15 on the current test.)

Athletes who meet none of the requirements of Proposition 48, known as nonqualifiers, can be enrolled but cannot receive sports scholarships. Those who meet some but not all of the standards are known as partial qualifiers. Athletes in both groups are barred from competing as freshmen.

At 183 institutions responding to the survey, 584 freshman athletes—about 6.5 per cent of the 9,043 scholarship athletes admitted this academic year—were partial qualifiers.

183 Colleges Respond to Survey

For four years, the N.C.A.A. has surveyed the 293 Division I institutions to gauge the effects of Proposition 48. This year, 183 colleges responded to the survey.

Continued on Following Page

Scholarship Athletes Under Proposition 48

	1987-88	1988-89	1989-90
Number of colleges responding to the survey*	202	206	183
Number of "partial qualifiers" admitted	457	562	584
Proportion of partial qualifiers who are black	65.0%	65.5%	65.9%
Proportion of freshman scholarship athletes who are partial qualifiers	4.5%	5.1%	6.5%
Proportion of black freshman scholarship athletes who are partial qualifiers	13.1%	14.5%	16.0%
Proportion of white freshman scholarship athletes who are partial qualifiers	1.8%	2.2%	2.5%

*Division I only (includes 293 schools this year)

SOURCE: NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

Oklahoma Board to Weigh Fate of President Who Reinstated Ineligible Football Players

By JULIE NICKLIN

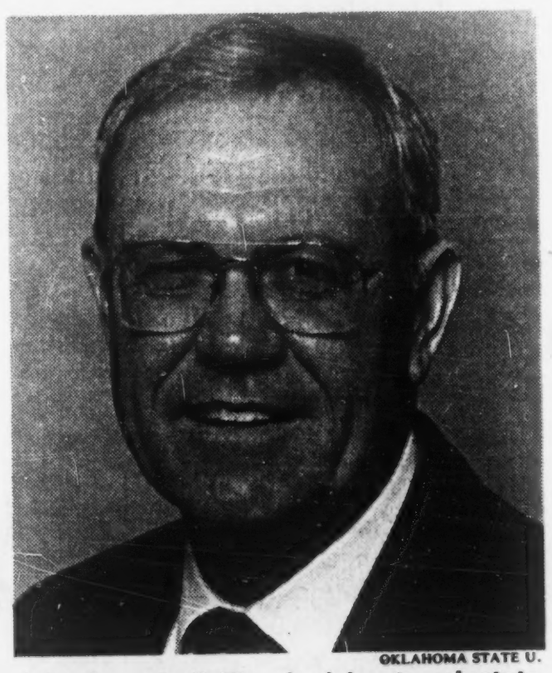
The board that governs Oklahoma State University will meet this week to decide the fate of President John Campbell, whose role in a sports controversy has led faculty and student groups to call for his dismissal.

Mr. Campbell has come under fire for ordering the reinstatement last month of seven football players who had been declared academically ineligible.

At a special meeting this month, the Oklahoma State faculty declared 209 to 182 that it had lost confidence in the president and respect for him. Approximately 38 per cent of the university's faculty members voted on the resolution. Earlier this month, Mr. Campbell's resignation had been demanded by a Student Government Association resolution and by a petition signed by more than 500 students.

Members of the Board of Regents of the Oklahoma Agricultural and Mechanical Colleges said they would decide at their meeting this week whether Mr. Campbell had retained enough credibility and support to lead the university effectively. A committee of the board is investigating the charges against the president.

In January, Mr. Campbell asked three deans to readmit seven athletes to their academic divisions despite low grades. Six of the seven students have since withdrawn.



OKLAHOMA STATE U.

John Campbell: The decision to reinstate seven players was made in a spirit of "compassion and in the best interest of the individuals as students."

Mr. Campbell has been accused of other breaches as well. Faculty members reported that the president had not followed university policy when he named an academic adviser for athletes to an adjunct faculty position. Several faculty members also charged that on another occasion the president had failed to comply with the university's affirmative action policy.

Violations of Policies Found

The vote of no confidence came after the faculty received a report, compiled by its Academic Standards and Policies Committee, on the athletes' readmission. The report showed that President Campbell had violated the university's academic policies in readmitting the seven scholarship athletes.

Yet another investigation of the readmission controversy, an audit of academic-retention standards conducted by the Oklahoma State Regents for Higher Education, found that the university had accorded unequal treatment to scholarship

Continued on Following Page

U. of Illinois Is Charged With 11 Rules Violations; Men's Basketball Team Could Face 'Death Penalty'

CHAMPAIGN, ILL.

The men's basketball program at the University of Illinois at Urbana-Champaign was charged formally this month with 11 violations of National Collegiate Athletic Association rules.

The letter of official inquiry, which was released by the university, contains some of the most serious charges made by the N.C.A.A. in several years. Six of the charges are considered "major" by N.C.A.A. standards.

The association alleges that an Illinois recruiter promised one high-school player $80,000 and a Chevrolet Blazer if he enrolled at Illinois, and offered another as much as $30,000 to play for the university. Actual payments of cash and other gifts to players are also alleged.

Coach Barred From Recruiting

Although names were excised from the N.C.A.A.'s letter, in October the university barred an assistant basketball coach, Jimmy Collins, from recruiting. Mr. Collins has consistently denied any wrongdoing. In November it announced that Deon Thomas, a freshman player, would be held from competition until the investigation was completed.

Chancellor Morton Weir called the alle-

Continued on Following Page

Side-lines

The Federal Trade Commission, apparently intensifying its inquiry into possible antitrust violations in the televising of college football, has demanded more documents from conferences, the College Football Association, and television networks.

The investigation got off the ground about a year ago, at about the time that a group of directors of big-time sports programs began discussing plans to join in one negotiating consortium.

The group's leaders sought advice from the U.S. Justice Department about whether potential antitrust violations might arise from such a venture. But the F.T.C., which was already investigating the televising of professional football, stepped in and began a review of the colleges, which has continued since that time.

Sports officials said last week that the trade commission's interest may have been piqued again by the deal reached in January between the C.F.A. and ABC. That accord gave ABC exclusive rights to all network broadcasts of big-time college football, since it already owned the rights to broadcast Big Ten and Pacific-10 Conference games.

The sports officials said that the placement of all big-time games on one free-television network—the C.F.A. also has a deal with ESPN, a pay cable channel—might have increased concern among investigators at the trade commission about a college-football monopoly.

While ABC's primacy was scuttled by this month's deal between NBC and the University of Notre Dame, it was not clear whether the change would diminish the F.T.C.'s interest.

Officials at universities that belong to the C.F.A. said they had been asked to send documents about television arrangements to the football association.

■

What began two years ago as an investigation into anabolic-steroid use by football players has uncovered six potential rules violations at the University of South Carolina.

The university, in a report mailed to the N.C.A.A. in January and obtained by the Associated Press under South Carolina's freedom-of-information act, found that two football coaches had bought steroids for players and that two former athletes had sold their complimentary tickets.

The university uncovered what it called "widespread experimentation" with steroids by football players. One athlete said that eight or nine players had used the muscle-building drugs, while another said 25 per cent of the team members had used them.

South Carolina officials began investigating the football program in the wake of a 1988 *Sports Illustrated* article in which a former player alleged widespread steroid use by team members.

ATHLETICS NOTES

- **2 Basketball coaches resign from Drake U.**
- **Former coach charged with embezzling**

An internal review at Drake University concluded last week that an assistant men's basketball coach had written papers for team members and that the head coach had abused players.

As a result of the investigation, which also uncovered violations of National Collegiate Athletic Association rules, the university last week accepted the resignation of the head coach, Tom Abatemarco, and fired Tom Butler, the assistant coach.

Drake's president, Michael R. Ferrari, said the university would consult with N.C.A.A. enforcement officials about the violations of the association's rules, which center on the players' use of long-distance telephone service paid for by the university.

Mr. Ferrari appointed a three-member investigative committee at the beginning of this month, after players alleged that Mr. Abatemarco had abused them and reports of N.C.A.A. rules violations had begun to circulate.

Members of the team then boycotted several days of practice, vowing that they would not play again for Mr. Abatemarco (*The Chronicle*, February 15).

The internal review found that Mr. Butler had written papers that at least two basketball players had turned in for academic credit. The inquiry did not find that Mr. Abatemarco knew of Mr. Butler's actions. But it said the head coach had failed to monitor the academic progress of players, for which Mr. Butler was responsible.

The review also discovered that Mr. Butler had tried to discourage a witness from aiding the investigation, and had himself refused to participate in the inquiry.

■

The former baseball coach at the University of Michigan was charged this month with embezzling money from the sale of football programs and giving it to baseball players.

The felony charge against Budd Middaugh, who resigned in July after 10 years as Michigan's coach, is punishable by up to 10 years in prison and a $5,000 fine. The baseball program is being investigated by the university and by the Big Ten Conference. —D.L.

Pro Football League Opens Its Draft to College Juniors

By DOUGLAS LEDERMAN

In a grudging bow to legal and practical pressures, the National Football League announced this month that it would open its player draft to college juniors beginning in April.

The league said it would require juniors who enter the draft to renounce their remaining collegiate eligibility—a requirement that it hopes will discourage players from leaving college early.

The N.F.L. altered its long-standing "four-year" rule as a surge of underclassmen were applying for the draft. In each of the past several years, a handful of college athletes have petitioned to enter the draft despite a rule that bars N.F.L. teams from selecting a player until either he or his entering class has graduated.

A Dozen Have Applied

This year about a dozen top players already have applied for the draft, and as many as 20 more are expected to join them.

Most sports-law experts have long argued that the N.F.L. rule would not withstand a legal test. A similar National Basketball Association rule was struck down by the courts in 1971, and professional baseball and hockey leagues have no restrictions on whom their teams may draft.

The N.F.L. office seemed to recognize those developments in announcing the change in league policy. A statement said Commissioner Paul Tagliabue "felt it was time—in light of both developments on campus and the reality of eligibility rules for other professional leagues—to initiate changes in our draft eligibility procedures."

The league made it clear that it did not wish to throw its doors wide open. The new policy requires any junior who enters the draft to sign an affidavit irrevocably renouncing his remaining collegiate eligibility.

An N.F.L. spokesman said the potential forfeiture of college eligibility would insure that players "realistically assess" their chances of a successful career in the professional league.

But that clause continued to encounter objections from Richard D. Schultz, executive director of the National Collegiate Athletic Association. Mr. Schultz, who held several meetings with N.F.L. officials in recent weeks, last week reiterated his view that players should be able to test their marketability in professional leagues without losing their college eligibility.

At January's annual meeting of the N.C.A.A., Mr. Schultz called for a change in the association's rules to allow athletes who enter professional-league drafts to keep their eligibility if they fail to make the grade with a professional team.

Coaches React Coolly

An N.C.A.A. spokesman said that if the association's members voted to adopt such a rule change, the N.F.L.'s proposed affidavit would not bar athletes continuing to play in college.

"Nothing except N.C.A.A. rules can make athletes ineligible," said James Marchiony, the N.C.A.A.'s communications director.

College coaches, who generally favored the more restrictive N.F.L. rules, reacted coolly to the league's decision to admit juniors. Some even suggested they might make life difficult for N.F.L. scouts by declining to provide videotapes as they usually do, and possibly by barring them from campuses.

The coaches, who want to keep their top players in college, argue that athletes take a huge risk in leaving school early, since so few catch on in the professional league. ■

NCAA Says More Athletes Fail to Meet Academic Standards

Continued From Preceding Page

Because of the incompleteness of the sample, N.C.A.A. researchers warned against drawing firm conclusions from the survey.

Still, the numbers are the best now available for gauging the impact of Proposition 48, which has been controversial from the start.

At the 183 institutions responding to this year's survey, 584 freshman athletes—about 6.5 per cent of the 9,043 scholarship athletes admitted this academic year—were partial qualifiers.

In the 1988-89 survey, to which 206 colleges responded, 562 athletes, or about 5.1 per cent of the scholarship athletes enrolled, failed to qualify under Proposition 48. The year before that, 457 athletes, or 4.5 per cent of the total, were ineligible.

Drop in Non-Qualifiers

While the number of partial qualifiers rose, the number of non-qualifiers in Division I continued to drop. Fifty-one athletes were barred from competing this year because they met none of the requirements of Proposition 48, down from 67 in 1988-89 and 143 in 1987-88.

Blacks continued to make up the bulk of the ineligible athletes. Of this year's 584 partial qualifiers, 385 are black. Sixteen per cent of all black athletes admitted to Division I institutions failed to qualify under Proposition 48. About 2.5 per cent of white athletes who enrolled in Division I failed to meet the standards.

Just over half of the ineligible athletes in Division I were football and men's basketball players.

Proposition 48 went into effect in Division II in the 1988-89 academic year. This year, with 95 of 194 Division II members responding to the survey, 389 of 3,981 enrolled scholarship athletes were found to be partial qualifiers.

An additional 24 athletes were admitted to Division II colleges as non-qualifiers. In the 1988-89 survey, 346 of 3,089 athletes were partial qualifiers, and 51 non-qualifiers were enrolled. ■

U. of Illinois Charged With Breaking Rules

Continued From Preceding Page

tions "shocking," and said Illinois would continue to investigate them. The university has until mid-April to respond to the N.C.A.A.'s charges.

In his letter to Mr. Weir, S. David Berst, the N.C.A.A.'s assistant executive director for enforcement, said it was "reasonable to expect that the N.C.A.A. Committee on Infractions will find violations" of the association's rules.

Football Team on Probabtion

If major violations are found, Illinois could become the second university to receive the N.C.A.A.'s so-called death penalty, which punishes institutions found guilty of major violations twice in five years.

The Illini football program was placed on two years' probation in 1988 because of improper recruiting.

Under the death penalty, the infractions committee can bar a team from competition for up to two years. In 1987 the panel barred Southern Methodist University's football program from competition for more than a year. —D.L.

Oklahoma Board to Weigh Fate of President

Continued From Preceding Page

athletes. The report, however, did not directly criticize the president's actions. Gov. Henry Bellmon had asked the State Regents and the A&M Regents to investigate the Oklahoma State affair.

In a written statement, Mr. Campbell said the decision to reinstate the seven players had been made in a spirit of "compassion and in the best interest of the individuals as students." He said the players should have been given a chance to improve their academic performance to increase the likelihood of graduation.

The investigations into academic policies are another blow to the university's athletic programs. Last year, the National Collegiate Athletic Association placed Oklahoma State's football program on four years' probation for violations of recruiting rules. ■

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End to Special Status of AIDS Studies at NIH Is Sought

Moves by Congress, Bush signal frugal era for health research

By COLLEEN CORDES

WASHINGTON

A divisive controversy over the special treatment of AIDS research in the budget for the National Institutes of Health has prompted Congress and the Bush Administration to move to reduce the favored status that AIDS studies have had at the agency.

The controversy centers on the practice of designating specific amounts in the federal budget for AIDS research. Many policy experts fear that the debate over such "earmarks" foreshadows a more frugal era for health research generally, an era in which political clashes over scientific priorities will become more frequent and heated.

'Biology Not Like Engineering'

Some researchers say the special designation of N.I.H. money for AIDS studies has led the institutes to support AIDS research that is of lesser quality than the research N.I.H. supports in other important areas. They also say the practice has drained support from important projects elsewhere in the budget.

Even early supporters of the earmarks say they no longer make sense, at least for basic research. Because breakthroughs in fundamental science are unpredictable, continuing the set-asides at the expense of other studies could actually slow the scientific assault on AIDS, they contend.

"Problems in biology are not like engi-

Continued on Page A28

100,000 MORE IN A DECADE

Big Increases in Academic-Support Staffs Prompt Growing Concerns on Campuses

By KAREN GRASSMUCK

Susan H. Rasmussen works in a windowless basement office at the University of Michigan, where she takes regular employee headcounts and files the data with the federal government.

Ms. Rasmussen, the university's affirmative-action planning officer, smiles when she reflects on the steady growth of Michigan's academic support staff, which has increased by 87.5 per cent since 1979. One reason for the growth, she says, "is that they have to hire more people like me."

'Institutional Layering'

Ms. Rasmussen has put her finger on the nub of a problem that is of increasing concern to college administrators across the country.

Some of them call the problem "institutional layering" and say it describes the way in which colleges have added administrative and professional staff members—including employees like Ms. Rasmussen—over the past 15 years.

Data obtained by *The Chronicle* from the U. S. Equal Employment Opportunity Commission show that the number of professionals employed to perform "academic support" functions rose by more than 60 per cent—about 100,000 people—between 1975 and 1985, the most recent year for which figures are available. The category, which the E.E.O.C. calls "other professionals," includes financial-aid counselors, auditors, coaches, and systems analysts, among others.

In the same period, the total number

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Staff Changes at Colleges and Universities, 1975-1985

	1975	1985	Change
Full-time faculty members	446,830	473,537	+ 5.9%
Executive, administrative, and managerial employees	102,465	120,585	+17.9%
Other professionals	**166,487**	**268,225**	**+61.1%**
Secretarial, clerical employees	302,216	330,196	+ 9.2%
Technical, paraprofessional staff	113,248	129,913	+14.7%
Skilled crafts people	51,370	58,019	+12.9%
Service, maintenance personnel	205,790	196,612	− 4.9%
Total	1,388,406	1,577,087	+13.6%

Full-time employees at approximately 3,000 U.S. colleges and universities.

SOURCE: U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Buyout Clauses for College Coaches Can Be Costly and Controversial

By DOUGLAS LEDERMAN

Clemson University paid Danny Ford $1-million when it forced him out as football coach in January.

Jackie Sherrill walked away with almost $700,000 when he resigned under pressure from Texas A&M University in December 1988.

And in negotiating the possible resignation of Jim Valvano, the basketball coach's agent asked North Carolina State University for more than $500,000.

In each case, the amount of money raised the hackles of educators and legislators, who have wondered why the universities should pay so much to coaches they want to get rid of.

Buyout clauses—or liquidated-damages agreements, as they are also called—are increasingly found in contracts between colleges and coaches, particularly in the sports of Division I football and men's basketball.

Administrators and sports-law experts generally agree that, in principle, the arrangements are useful legal tools that help lay out very clearly the expectations and commitments of both sides in negotiations. Typically, they explain what an institution owes a coach if it fires him without cause, and what the coach owes the university if he leaves before the contract expires.

Protection From Litigation

Ideally, lawyers and others say, such arrangements offer the coach some assurance that he or she won't be fired just for losing a few games. From the institution's perspective, they may deter a coach from leaving before his contract has expired. Defining the terms clearly may also protect both sides from possible litigation, which is increasingly common, often very expensive, and sometimes a source of embarrassing revelations, sports lawyers say.

Even the supporters of buyout provisions, however, say that in practice, they are often carried out badly, and that such clauses, when too one-sided or poorly negotiated by university officials, can cost a lot of money and even more in bad publicity. More often than not, lawyers say, a bad buyout clause is merely symptomatic of a badly negotiated overall contract.

"Oftentimes these contracts are negotiated in the thrill of victory and settled in the agony of defeat," says Edward N. Stoner, II, a lawyer in Pittsburgh who has helped draw up more than 50 contracts between colleges and coaches.

Manning N. Lomax, vice-president for student affairs at Clemson University, agrees: "I think people are starting to be more careful, by not writing contracts during times of euphoria. People don't think in

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Campus Religious Leaders Assume Broader Roles

Students and administrators are looking to campus religious leaders for assistance in dealing with contemporary controversies: Page A35.